



**Minutes of
COUNCIL MEETING No. 188**

Place Namur, Belgium

Date 6 April 2018 / 09:00 – 17:30
7 April 2018 / 09:00 – 16:00

| | | |
|--------------|---------------------------|--|
| Participants | Leho Haldna (LH) | President |
| | Astrid Waaler Kaas (AWK) | Senior Vice President |
| | Michael Dowling (MD) | Vice President |
| | Mikko Salonen (MS) | Vice President |
| | Owe Fredholm (OF) | Member |
| | Vincent Frey (VF) | Member |
| | Tatiana Kalenderoglu (TK) | Member |
| | Nik Suter (NS) | Member |
| | Maria Silvia Viti (MSV) | Member |
| | Dominic Yue (DY) | Member |
| | Laszlo Zentai (LZ) | Member |
| | Tom Hollowell (TH) | Secretary General/CEO |
| | David Wästlund (DW) | Sports Administrator |
| | Kirsty McIntyre (KM) | Anti-doping Officer/Office Administrator |

1 Opening

President Leho Haldna welcomed the members and declared the meeting opened.

2 Approval of the agenda

The agenda was approved without amendments.

3 Approval of previous minutes

3.1 Minutes of Council meeting 187

The minutes of Council Meeting No. 187, held on 19-20 January in Warsaw, Poland, were approved as true records of that meeting.

TH reported regarding item 187 - 18 that confirmation had been received that there would not be any additional sports added to the program of the Olympic Games in Beijing 2022, which meant that the application sent by the IOF for inclusion would not be considered.

Reports about other items from meeting 187 would be handled under the respective items on the agenda of meeting 188.

4 To note decisions taken by e-mail since Council Meeting No. 186

4.1 Decisions taken by Council

21 February 2018: The Council unanimously approved the dates of the European Youth Orienteering Championships 2019 (EYOC 2019) as June 27-30, 2019.

4.2 Decisions taken by the Event Supervisory Board (ESB)

26 January 2018: The ESB unanimously approved the appointment of the Jury for the European Ski Orienteering Championships, Junior World Ski Orienteering Championships and European Youth Ski Orienteering Championships in Bulgaria 3-8 February 2018 to be Gunars Ikaunieks (LAT), Mattis Myhre (NOR), Olga Minaeva (RUS), Christian Aebersold (SUI) and Tapani Partanen (FIN).

26 January 2018: The ESB unanimously approved the appointment of Ivana Gobec (CRO) as the Assistant Event Adviser for the World Trail Orienteering Championships in Portugal 2019.

26 January 2018: The ESB unanimously approved the appointment of Vibeke Vogelius (DEN) as the Senior Event Adviser and Koji Chino (JPN) as the Assistant Event Adviser for the World Trail Orienteering Championships in Hong Kong 2020.

16 February 2018: The ESB unanimously approved the appointment of the Jury for the Ski Orienteering World Cup round 3 and World Masters Ski Orienteering Championships in Vermont, USA 6-10 March 2018 to be Mika Tervalo (FIN), Richard Klech (CZE) and Carl Fey (USA).

19 February 2018: The ESB unanimously approved the Special Rules for establishing a WRE seeding list for Trail Orienteering. The list, based upon results from 2016 and 2017 international TrailO events, will be used as input data to be able to calculate and establish the first TrailO World Ranking list at the end of 2018.

21 February 2018: The ESB approved the appointment of Håkan Blomgren (SWE) as the Assistant Senior Event Adviser for IT for the World Ski Orienteering Championships, World Junior Ski Orienteering Championships, European Youth Ski Orienteering Championships and World Masters Ski Orienteering Championships in Sweden 2019. Note: Tatiana Kalenderoglu did not take part in the decision, as Chairperson of the Ski Orienteering Commission.

27 February 2018: The ESB unanimously approved the appointment of Henning Spjelkavik (NOR) as the Assistant Senior Event Adviser for IT for the World Orienteering Championships in Norway 2019.

27 February 2018: The ESB unanimously approved the appointment of Finn Arildsen (DEN) as the Assistant Senior Event Adviser for IT for the World Orienteering Championships in Denmark 2020.

6 April 2018: The ESB unanimously approved a revision to the IOF Punching System Approval document, which clarified the use of contactless punching for MTBO events.

6 April 2018: The ESB unanimously approved the 3 rules deviations requested by the organisers and SEA of the World Ski Orienteering Championships 2019 (WSOC2019), Junior World Ski Orienteering Championships 2019 (JWSOC2019) and World Masters Ski Orienteering Championships (WMSOC2019). The rules deviation regarding removing the Sprint Relay from the program of WSOC2019 was approved without qualification. Regarding the rules deviations for adding an additional rest day into the program of JWSOC2019 and WMSOC2019, the ESB asks that the organisers and SEA attempt to find solutions for a program which does not require additional rest days. The rules deviation is however approved in case such a solution is not possible.

5 President's report

LH reported on activities between the Council meeting in January 2018 and April 2018.

LH had represented the IOF at

- The FISU World University Ski Orienteering Championships in Estonia and had informal meetings with the FISU Executive Committee members and FISU World University Championships Director who were present.

LH had also attended and held the opening address at the IOF High Level Event Seminar in Riga, Latvia.

6 Correspondence and CEOs report

TH reported on a number of activities of the CEO and IOF Office since meeting 187.

Efforts had been made to seek the inclusion of ski orienteering in the programs of the Winter Universiade 2021 in Luzern, SUI and Winter Universiade 2023 in Lake Placid NY, USA. Regarding WU2021, further meetings were to be held the week of April 9 with Thierry Jeanneret of the SkiO Commission (SOC) in attendance. The IOF and Swiss Orienteering had offered assistance to the organisers and inclusion was primarily a budget issue. The decision on inclusion was to be made in June 2018. Regarding WU2023, it was confirmed that SkiO was listed as an optional sport in the WU2023 bid to FISU. The proposed SkiO venue had also been visited in connection with the FISU inspection visit. TH had successfully been in liaison with the member federation in the USA to ascertain support.

At the request of the Austrian Orienteering Federations SkiO group, TH had attended a meeting in Seefeld, Austria to discuss the inclusion of SkiO and the WMSOC in the program of the Winter World Masters Games 2020 (WWMG2020). The meeting was held with the CEO, Sports Director and other members of the Local Organising Committee (LOC) and venue, budget and general event requirements were reviewed. The meeting was to be followed up with a meeting in connection with the SportAccord Convention in Bangkok 16-20 April, 2018 where also the International Masters Games Association (IMGA) representatives would attend. A decision on the inclusion of SkiO would be made at the end of April.

TH and KM reported on the results and follow up of the World Anti-Doping Agency (WADA) compliance review of the IOF as a signatory of the World Anti-Doping Code. The review had highlighted a number of areas where IOF processes needed

clarification and/or improvement and KM was now working through the issues list with the assistance of WADA.

TH reported about the upcoming Annual Meetings of stakeholder organisations that the IOF is a member of in connection with SAC in Bangkok.

- TH was one of 2 nominees for 1 position on the Council of the Association of IOC Recognized International Sports Federations (ARISF)
- TH was one of 7 nominees for 4 positions on the Executive Committee of the International World Games Association (IWGA). At the IWGA meeting the sports program of The World Games 2021 was also due to be announced.
- Correspondence had been received from IMGA regarding quite far-reaching changes in their Statutes to bring them in line with IOC requirements. TH assessed that these were positive changes which improved the governance of the IMGA. One requirement which was proposed in the new Statutes was that all member federations must have a Masters Commission reporting directly to the Member's Council. If the Statutes passed the IOF would need to establish the commission.

Correspondence had been received from the Global Association of International Sports Federations (GAISF) regarding the World Urban Games, a new multisport event. This had been followed up by a Skype meeting to discuss the potential inclusion of orienteering at the games. GAISF was in the process of evaluating the viability of the games and would announce intentions in connection with SAC in Bangkok. There was no commitment by either the IOF or GAISF for the inclusion of orienteering.

TH reported that discussions with O-Ringen AB and Verein Swiss Cup regarding the World Cup for the years 2020 – 2024 had reached the stage that a written agreement had been proposed and was being discussed between the parties. The goal was to finalise the agreement as soon as possible.

STRONG MANAGEMENT AND FUNDING

7 Follow-up of Activity Plan 2016-2018

TH presented an updated evaluation of progress towards the Activity Plan goals.

Progress was being made in most areas in accordance with the plan. TH commented specifically on a few areas;

- i The RYDC was making good progress in several areas with improved structure in the work of the Regional Coordinators and the creation of development plans.
- ii The development plan for China was progressing and a week-long Event Organising Seminar was to held in June. All Asian IOF Member Federations would be invited.
- iii It was confirmed in connection with the Council meeting that the first official Oceania Junior and Youth Championships would be held in 2019.
- iv A new Memorandum of Understanding would be signed between the IOF and FISU.
- v Due to the timing of WOC 2018 in Latvia, which conflicts with European Championships in Athletics and Swimming, there were a number of challenges regarding gaining broadcasting agreements. However, interest in acquiring TV rights from World Cup events was growing.
- vi The IT Requirements and first best-practices documents regarding event IT were now published by the ITC.

8 KPIs

TH presented an updated to the list of KPIs which are to be followed in accordance with the General Assembly 2018 (GA 2018) targets in the Activity Plan. The KPIs included new measurements on the number of WRE events and number of countries organising WREs.

Council agreed target figures for the remaining KPIs. The list of KPIs would be evaluated and updated for use as a measuring tool for the new Strategic Directions once approved.

9 Finance

9.1 Sponsorship Report

TH presented a sponsorship report noting the following

- Good cooperation had been reached with the organisers of Orienteering World Cup events in 2018 which allowed for additional Nokian Tyres exposure and sponsor value.
- Additional banner sponsors had been identified for the WOC (total value 10 000 EUR), however Council should discuss if we could accept these sponsors. This was to be discussed under item 14 on the agenda.
- The value of already contracted sponsorships for 2018 was currently 100 TEUR.
- An additional sponsor agreement was being negotiated, would be completed in May.

Council noted that additional resource should be applied to commercial activities.

9.2 Approval of financial accounts 2017

TH presented the audited financial accounts for 2017, including the financial Auditor's report from Nils Bergström/Ernst & Young and the governance Auditor's report from Göran Larsson (SWE). The Auditors reported no adverse findings and recommended approval of the Financial Report.

The audited accounts were unchanged from the preliminary accounts presented at the January meeting and showed a final result of 164 TSEK (16,7 TEUR) for the year 2017. The preliminary balance sheet showed a corresponding increase in equity and a cash position of 1546 TSEK (157 TEUR) at the end of year 2017.

Council approved and signed the 2017 Financial Report. Council would also like to recognise the work of the CEO and the IOF Office in managing the finances.

9.3 Forecast 2018

TH presented an updated forecast for 2018 based upon the actual income and expenditures up to and including March 2018 and known changes to future income and expenditures. The final forecasted result for 2018 was still fully in line with forecast made in January, i.e. +70 TEUR.

A few comments to the forecast were presented:

- Entries to the WMOC 2018 in Denmark were very good and the forecasted income from the event was increased.
- The new system for WRE fees was in place and indications were that income from MTBO and SkiO would be significantly less than previous years, but that the total WRE income budget could be met due to an increased number and participation at FootO WREs and the newly instituted TrailO WREs. This was in line with the goals and expectations of the revised system.
- A change in the organisers agreements for WOC and some Orienteering World Cup events regarding TV, meant that TV income and expenditures would increase significantly. However, the expected net result from TV rights was unchanged.
- TH noted that staff and office costs continued to run below the forecasted amounts. Council commented that it should be considered to invest in staff on a project basis for meeting the commercial goals, i.e. sponsorship and TV rights sales.
- Council agreed that the current forecast of +70 TEUR was appropriate and took consideration of any risk involved in not meeting the target sponsorship level of 150 TEUR.

9.4 Work Description – Governance Auditor

Council approved the Work Description for the IOF Governance Auditor. The Governance Auditor (in Swedish - Lekmannarevisor) was a requirement of the Swedish Accounting Law and the Work Description was documented to clearly define the role in relation of the Financial Auditor and the governance auditing task.

Council noted that the IOF Statutes should be modified to reflect the appointment of both Financial and Governance Auditors. MS was tasked with proposing this change in the Statutes.

9.5 Member Federation Suspensions

TH presented a list of IOF Member Federations who had not met their obligations to the IOF by paying membership fees for 2017. These fees were now more than 12 months past due.

Council decided that the Member Federations in Azerbaijan (AZE), Cameroon (CMR), Cuba (CUB), Georgia (GEO), FYR Macedonia (MKD) and Nepal (NEP) were to have their memberships suspended. Until the member obligations were met, these federations were to have their voting rights suspended and they were not allowed to take part in IOF activities or events.

TH also reported that the member federation in Colombia had settled past obligations to the IOF. The Council confirmed that the suspension of the Colombian federation therefore was lifted.

10 Strategic Directions

10.1 Strategic Directions 2018 - 2022 and Focus Areas until GA2020

AWK presented the revised structure and contents for the Strategic Directions and Focus Areas based upon the feedback from the member consultation results and Joint Meeting group work from January, and further work of the President's Working Group (PWG).

Based upon the instructions of AWK, Council worked in 3 groups to refine and document the structure and contents, then met in common to review the results and further refine the directions and focus areas.

TH was tasked with finalising the document which was to be sent out in the week following the Council meeting for a final round of consultation with the Member Federations.

10.2 Long term financing plan 2018 -

Council briefly discussed the long-term financing plan from 2018 and restated previous directions with further clarification.

- Focus should continue to be on growing external income.
- It was agreed that membership fees should be aligned to cover basic member services.
- Sanction fees should in general not be increased, however selective changes may need to be made to align fees to the services provided.
- Anti-doping Fund income should continue to be balanced with the costs of anti-doping work. Athletes License fees should not increase in period 2019-2020.
- Targets (% of expenditures) should be established for maximum fixed cost elements like staff and office costs.
- Investments should be made in line with priorities in Focus Areas

10.3 Draft Budget 2019/2020

TH was tasked with presenting a draft budget for 2019 and 2020 for approval at the next Council meeting, based upon the proposed membership fee changes and the proposed Focus Areas defined in the Strategic Directions.

11 Proposed Statutes Changes for GA 2018

MS presented a third draft version of the IOF Statutes including suggested changes. Council discussed some further changes, including some based upon input from the Ethics Commission.

MS was to update the Statutes proposal in accordance with the Council discussions and a final version would be discussed at the Council meeting in June 2018.

12 Proposed changes to the Code of Ethics for GA 2018

This item was tabled until Council meeting 189 in June. MS had received input from the Ethics Commission regarding proposed changes very late and needed more time to present a complete proposal.

13 Membership fees 2019-2020 – evaluation and approval

MD presented the member evaluation which had been carried out and the proposed new membership fee groups in accordance with the established membership fee system.

Council also discussed the overall level of membership fees and the target of financing basic member services via membership fees.

Council approved the proposed fee groups and agreed on new fee levels that will be confirmed in next meeting.

Note: DY declared a conflict-of-interest and did not take part in the decisions regarding member groups and fees.

14 Audit of IOF policies and documents

OF reported regarding the review of IOF policies and documents which had been carried out by the Ethics Commission (EthC).

The Ethics Commission had reviewed the IOF Policy and Rules on Advertising and Sponsorship and was asking Council to consider if the policy should be extended to cover restrictions on advertising and sponsorship from betting companies. Council discussed and determined that any change to the policy needed further consideration and potentially consultation with Member Federations as any policy change affected both IOF and Member Federation sponsoring opportunities.

TH asked Council to determine if the proposed advertising and sponsorship agreements for WOC 2018, which were ready to be concluded between the IOF and two Finnish betting companies, could be allowed. Council, in voting 3 for, 4 against and with 3 abstentions, determined that the contracts should not be concluded.

Note: MS declared a conflict-of-interest and did not participate in voting.

15 Ethics Panel composition

Council decided to ask the current members of the Ethics Commission if they were willing to be presented to the General Assembly 2018 for appointment to the IOF Ethics Panel.

16 Preparation timeline for General Assembly 2018 (GA2018)

TH presented an updated timeline for the preparations for the GA2018. Actions in the timeline had been completed on time.

Council had received the first revision of the Biennial Report which had been prepared by the IOF Communications Officer. Commissions had been asked to provide input regarding their activities. Council members were asked to review the structure and proposed content and give feedback within a few weeks after the Council meeting.

Council decided to propose the appointment of the same IOF Auditors to the GA2018. TH was tasked with contacting the Auditors to check that they were willing to continue.

A call for applications to host the GA2020 had been sent out to member federations together with the call for Council nominations and member proposals to the GA.

Council proposed that the following items should be covered on the agenda of the Pre-GA:

- Strategic Directions and Focus Areas (primary item)
- Long-term financing plan
- Proposed Statutes changes
- Membership categories and fees 2019-2020
- Overview of IOF Events

The final agenda for the Pre-GA would be set at the June meeting.

FOCUS ON KEY OUTCOMES

17 New member application from Venezuela

TH presented the application from the Federación Venezolana de Orientación (FEVO) to be admitted as a Provisional member of the IOF. The application fulfilled the requirements of the IOF Statutes.

Council approved the Provisional Membership and welcomed FEVO. The application was to be confirmed by the GA 2018. With the inclusion of Venezuela, the IOF had 67 Members and 5 Provisional Members.

Council noted that when handling membership applications, it would be nice to see examples of orienteering maps from the new member.

18 Multisport games evaluation criteria

TH presented an updated evaluation template for evaluating multisport games where orienteering could be considered for inclusion, in accordance with the Strategic Directions.

Council approved the updated criteria for use and agreed these should be evaluated in approximately 1 year.

19 Proposals regarding IOF Regions

19.1 African Working Group

TH presented the proposal jointly submitted by the member federations in Egypt and Cameroon for the creation of an African Working Group (AWG). The intention of the group was to cooperate in regional development and to seek recognition for orienteering from the Association of African Sports Confederations which could help development. They furthermore proposed that Dr Tamer Mehanna, President of the Egyptian Orienteering Federation, be appointed to initially lead the African Working Group. TH had informed the members that there was no financial support available from the IOF for the running of the AWG and that any funding of regional development activities would have to be applied for via the RYDC. Council welcomed the initiative from the members.

Council preliminarily approved the creation of the AWG and the appointment of Dr Tamer Mehanna. Final approval was conditional upon the approval of all 5 current Member Federations in Africa. TH was tasked with contacting the members.

19.2 Realignment of the regions in North and South America

TH presented the proposal from the RYDC to realign and clarify the regions on the continents of North and South America to more closely follow the natural paths of cooperation and languages in the regions. Specifically, the proposal was that the Members and countries in the Caribbean and Central America be part of the South American region (renamed Central and South America).

Council, after checking that the change was in accordance with IOC regional definitions, approved the proposal.

POSITION ON THE WORLD SPORTING STAGE

20 Status Report – Event Applications

20.1 Applications received as of March 31, 2018

DW presented an overview of Event Applications which had been received as of the March 31st deadline, with the following comments:

- Russia had submitted applications for WOC 2022 and ESOC 2020. These applications could not be accepted due to the provisions in the World Anti-Doping Code (§20.3.11) which stated that applications for international events could not be accepted from nations where the National Anti-Doping Organisation (NADO) was deemed non-compliant. The application for WOC 2022 was also valid for WOC 2024. Council noted that this application could be considered once the Russian NADO was compliant again if requested by the Russian Orienteering Federation. Note: TK was not present during the discussion of this item.
- 2 valid applications had been submitted for WOC 2022, and 4 valid applications had been submitted for WMOC 2021. In general, the situation with applications for FootO events was assessed as good.
- The Bulgarian Orienteering Federation application for WMOC 2021 included a statement that if awarded WMOC 2021 they would be willing to organise EOC 2022. Council agreed that this should be disregarded in the evaluation of the application for WMOC 2021.
- It was noted that several applications for MTBO and SkiO events were missing. The respective discipline commissions were to be informed.
- Multiple applications for TrailO championships had been received. Finland had requested, if possible, to have confirmation that they were awarded ETOC 2020 in connection with the June Council meeting.
- For events which no applications had yet been received, the applications period remained open.

Council would appoint organisers of the various events in connection with the June and August Council meetings respectively, depending upon the evaluation process within the respective discipline commission.

20.2 EOC 2020

An application had been received from Estonia for EOC 2020. The FootO Commission (FOC) had evaluated the application and recommended the appointment, noting that they would need to consider a rules deviation to allow B finals.

Council appointed Estonia the organiser of EOC 2020. Council tasked FOC with continuing the discussion with the organisers regarding B finals. B finals must be organised such that they do not have the same courses as A finals and shall have no effect on A finals results.

Note: LH did not take part in the discussion and decisions regarding this item.

INCREASED VISIBILITY

21 World Ranking System (WRS) review project

MD gave a brief report about the project which had now started. The working group and reference groups were established, and work had begun in the working group. A more complete report would be given at the June meeting.

22 Event Quality Management update

OF presented an updated version of the document Event Quality at IOF World- and Regional Championships following discussions with the FOC.

Council discussed the proposal and decided to table it until a future meeting. OF was tasked with providing a short form version of the proposal.

TH was tasked with discussing with FOC regarding practical solutions for the 2018 events.

23 IOF Family

TH presented a document describing a proposal for the IOF Family concept which had been introduced by LH at the previous Council meeting. The intention is to reduce the financial and organisational burden on IOF organisers regarding VIP treatment, and to open up for more interaction within the IOF organisation at events.

Council approved the concept in principle. The IOF Office was tasked with implementing the concept together with the discipline commissions and future organisers. This would require modifications in organisers agreements and in event guidelines documents. The intention was to have the concept in place for events in 2019.

OTHER BUSINESS

24 Ethics Commission (EthC)

24.1 Report from TrailO Paralympic eligibility case

Council received a report from the EthC which had evaluated the referred case regarding 2 TrailO competitors who were found to have falsely claimed Paralympic eligibility.

The EthC found that there had in fact been a violation of the Code of Ethics, and determined that the following sanctions were to be enforced by Council:

1. remove the Paralympic eligibility certificate for both competitors
2. ban both competitors from re-application for a Paralympic eligibility certificate for 4 years
3. strip the athletes of their WTOC and ETOC medals and promote the individuals/teams that were placed behind them.

24.2 Report from TrailO competitor misconduct case

Council received a report from the EthC which had evaluated the referred case regarding a TrailO competitor who was found to have behaved unethically in connection with WTOC 2017.

The EthC found that there had in fact been a violation of the Code of Ethics and determined that the Council was to sanction the competitor with a letter of warning.

25 SkiO Commission (SOC)

25.1 WSOC Program

Council approved the program for WSOC, to commence from 2019. SOC was however asked to make the terminology in the proposed program consistent with IOF rules and other disciplines prior to publishing the program.

25.2 Format descriptions for SkiO Mass start and Pursuit competitions

Council referred these suggestions back to the SOC and RC for completion.

26 Event Reports

26.1 ESOC/JWSOC 2018 (BUL)

Council thanked TK for the written report provided from the event. The report was not reviewed in the meeting but was referred to SOC for handling.

26.2 SkiO World Cup final/WMSOC 2018 (USA)

Council wished to thank Roland Hellberg, the official IOF representative at the event, for the written report provided from the event. The report was not reviewed in the meeting but was referred to SOC for handling.

27 IOF awards

Council reviewed a preliminary list of proposed IOF awards to be awarded at the GA 2018. Council was asked to review other potential awards and the list would be finalised at the June meeting.

28 Future Council meetings, dates and venues

- 28.1 14 – 15 June 2018, Helsinki, FIN (meeting to start at 10:00 June 14th)
- 28.2 6 August 2018, Sigulda, LAT (in connection with WOC 2018)
- 28.3 4 – 7 October 2018, Prague, CZE (IOF GA)

29 Closure of the meeting

President Leho Haldna closed the meeting and thanked the Council members for their contributions, particularly the significant and valuable time spent discussing and finalising the Strategic Directions and Focus Areas for Member Federation consultation.

Council wished to sincerely thank the Belgian Orienteering Federation and Secretary General Eric Hully for their assistance with meeting arrangements and their warm hospitality.

Leho Haldna
President

Tom Hollowell
Secretary General/CEO